



# INDIANA SECTORS SUMMIT

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2016 • Launching New Partnerships

## Sector Partnerships 201: The Critical Role of a Strong Intermediary



**Ms. Shannon Doody**

Director of Education Workforce  
Partnerships

Center of Excellence in Leadership of  
Learning (CELL)



**Ms. Kathy Oren**

Executive Director

Community Education Coalition

# Sector Partnerships 201

**Shannon Doody**

*Director of Education Workforce Partnerships,  
Center of Excellence in Leadership of Learning (CELL)*

# Sector Partnerships 201

**Kathy Oren**

*Executive Director, Community Education Coalition*



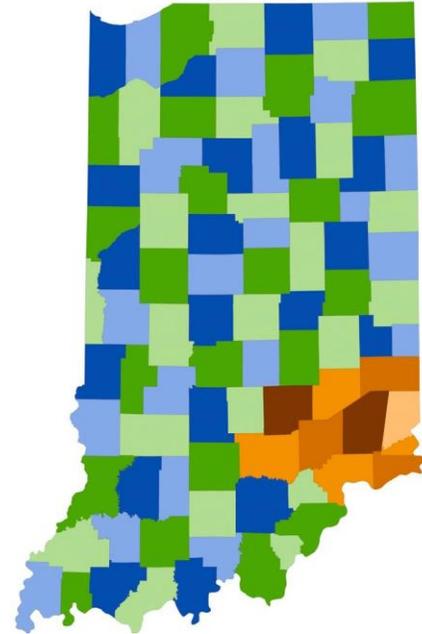


Economic Opportunities through Education  
Eco Network

@ECO15org

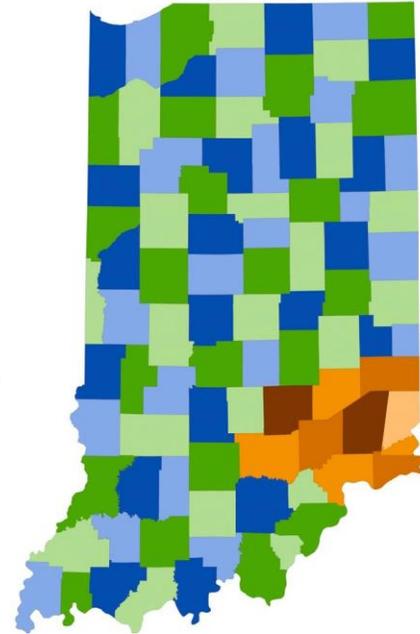


**EcO Network:**  
Creating Educational Pathways  
Leading to College & Career  
Readiness and Success that Links to  
Well-Paying Jobs in Key Economic  
Sectors



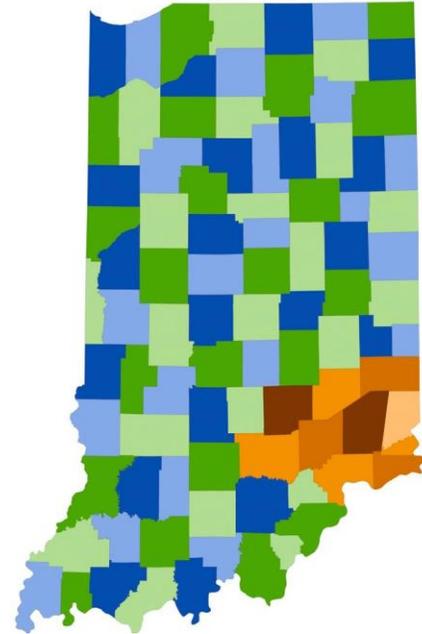


**Who are We?**  
A collaborative group of community, education, business, and government stakeholder organizations that work together to build a regional learning system tied to economic growth.



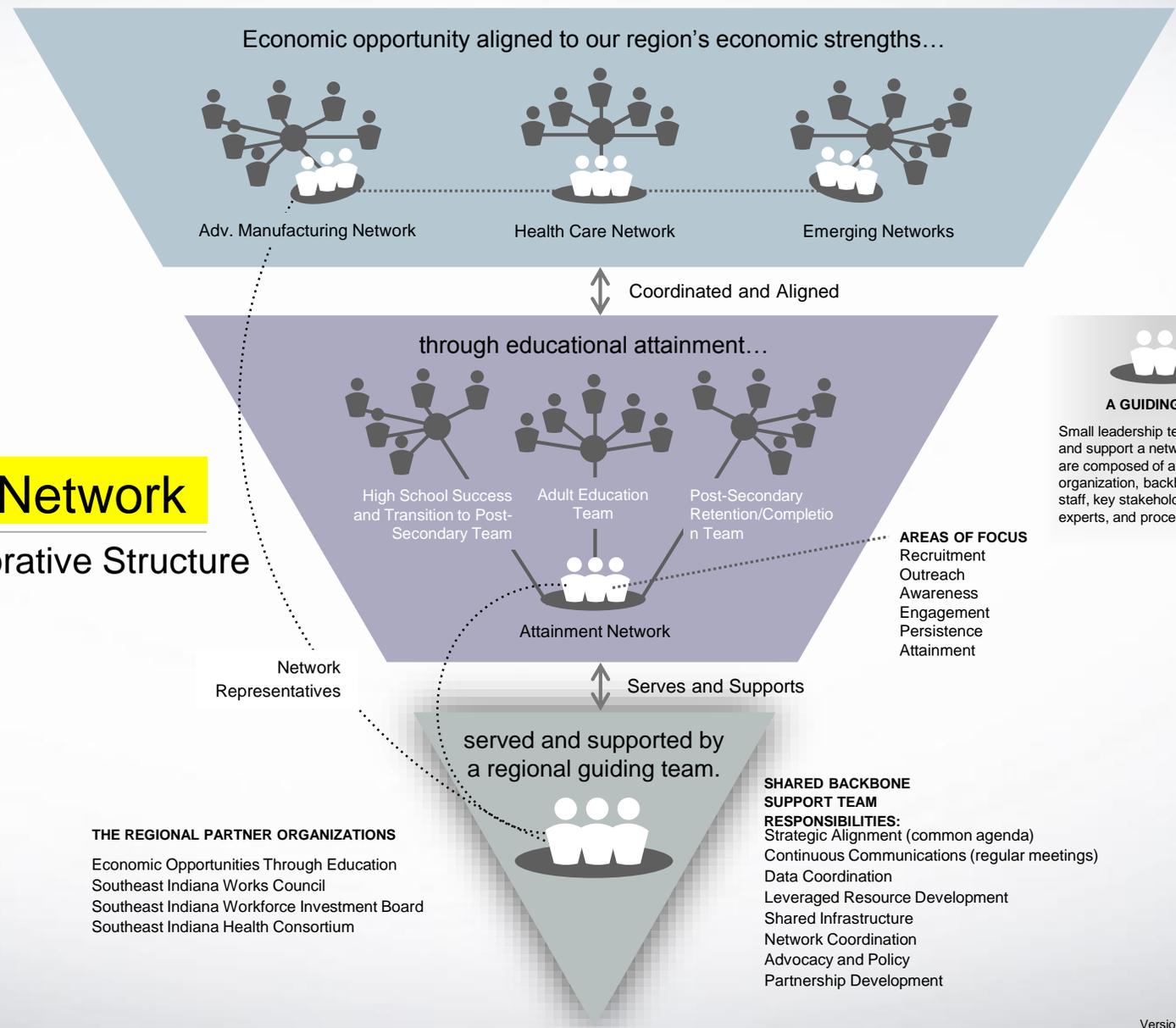


**Counties Impacted?**  
Bartholomew, Dearborn, Decatur,  
Franklin, Jackson, Jefferson,  
Jennings, Ripley, Ohio, & Switzerland



# EcO Network

## Collaborative Structure



Economic opportunity aligned to our region's economic strengths...



Adv. Manufacturing Network      Health Care Network      Emerging Networks

↕ Coordinated and Aligned

through educational attainment...



High School Success and Transition to Post-Secondary Team      Adult Education Team      Post-Secondary Retention/Completion Team



Attainment Network

↕ Serves and Supports

served and supported by a regional guiding team.



**A GUIDING TEAM**

Small leadership teams that serve and support a network. Teams are composed of a convening organization, backbone support staff, key stakeholders, content experts, and process facilitators.

**AREAS OF FOCUS**

- Recruitment
- Outreach
- Awareness
- Engagement
- Persistence
- Attainment

**SHARED BACKBONE SUPPORT TEAM**

- RESPONSIBILITIES:**
- Strategic Alignment (common agenda)
  - Continuous Communications (regular meetings)
  - Data Coordination
  - Leveraged Resource Development
  - Shared Infrastructure
  - Network Coordination
  - Advocacy and Policy
  - Partnership Development

**THE REGIONAL PARTNER ORGANIZATIONS**

- Economic Opportunities Through Education
- Southeast Indiana Works Council
- Southeast Indiana Workforce Investment Board
- Southeast Indiana Health Consortium



STUDENT AMBASSADORS



# EcO™

Manufacturing • Healthcare • Attainment

Economic Opportunities through Education (EcO) Network



## SOUTHEAST INDIANA MANUFACTURING STUDENT INTERNSHIPS



**24**  
Student Internships  
**16**  
Manufacturers

**BARTHOLOMEW**  
Caltherm Corporation  
Precise Mold & Plate  
(2 STUDENTS)

**DEARBORN**  
Bed Tech  
MSW Packaging  
OMNI Technologies  
(4 STUDENTS)

**DECATUR**  
Delta Faucet  
Hitachi Chemical  
NIPRO Pharma Packaging  
Blasdell Enterprises  
(7 STUDENTS)

**JACKSON**  
Valeo  
(1 STUDENT)

**JEFFERSON**  
Royer Corporation  
Super ATV  
(5 STUDENTS)

**JENNINGS**  
Windstream Technologies  
(1 STUDENT)

**OHIO**  
OMI Industries  
(2 STUDENTS)

**RIPLEY**  
Batesville Tool & Die  
HillRom  
(2 STUDENTS)



"To our surprise, the interns proved to be self-starters and reliable workers who did not require a lot of instruction at the beginning. The interns adjusted well to job shadowing and paid attention to their trainers." - **Keith Moenter, HR Manager of Delta Faucet**



STUDENT INTERNSHIPS



# EcO™

Manufacturing • Healthcare • Attainment

Economic Opportunities through Education (EcO) Network



## SOUTHEAST INDIANA MANUFACTURING TEACHER EXTERNSHIPS



# 49 Teacher Externships

# 29 Manufacturers

### BARTHOLOMEW

Cummins Inc.  
Caltherm Corporation  
NTN Driveshaft  
Dorel Juvenile Group  
Faurecia  
(11 TEACHERS)

### DEARBORN

Batesville Products, Inc.  
Polycraft Products, Inc.  
Proximo Distillery  
(6 TEACHERS)

### DECATUR

Delta Faucet  
Honda Manufacturing  
NIPRO Pharma Packaging  
(8 TEACHERS)

### JACKSON

Cummins Inc.  
Valeo  
Aisin USA  
Aisin Chemical  
Aisin Drivetrain

### JACKSON Continued

Pet Supplies Plus  
Wal-Mart Distribution  
Rose Acres  
Kremers Urban  
Excel Manufacturing  
(8 TEACHERS)

### JEFFERSON

Grote Manufacturing  
Indiana Kentucky Electric  
(2 TEACHERS)

### JENNINGS

Biehle  
R&M Tool  
(2 TEACHERS)

### RIPLEY/FRANKLIN

Batesville Tool & Die  
Heartwood Mfg  
Batesville Casket  
Woodmizer  
(12 TEACHERS)



*"I have truly enjoyed my experience the past couple of weeks. After the first week, I decided to completely revamp the way I teach Intro to Engineering Design. This week has been super informative concerning CNC. I already have a list of supplies I need for CIM. It has also been really surprising to me how much the employees have been interested in the education aspect. Many of them have brought in items and a list of projects for the classroom. I have a couple lesson plans written up, but they really don't justify what I have learned these past couple of weeks."* - Braeden Day, Jennings Co High



TEACHER EXTERNSHIPS

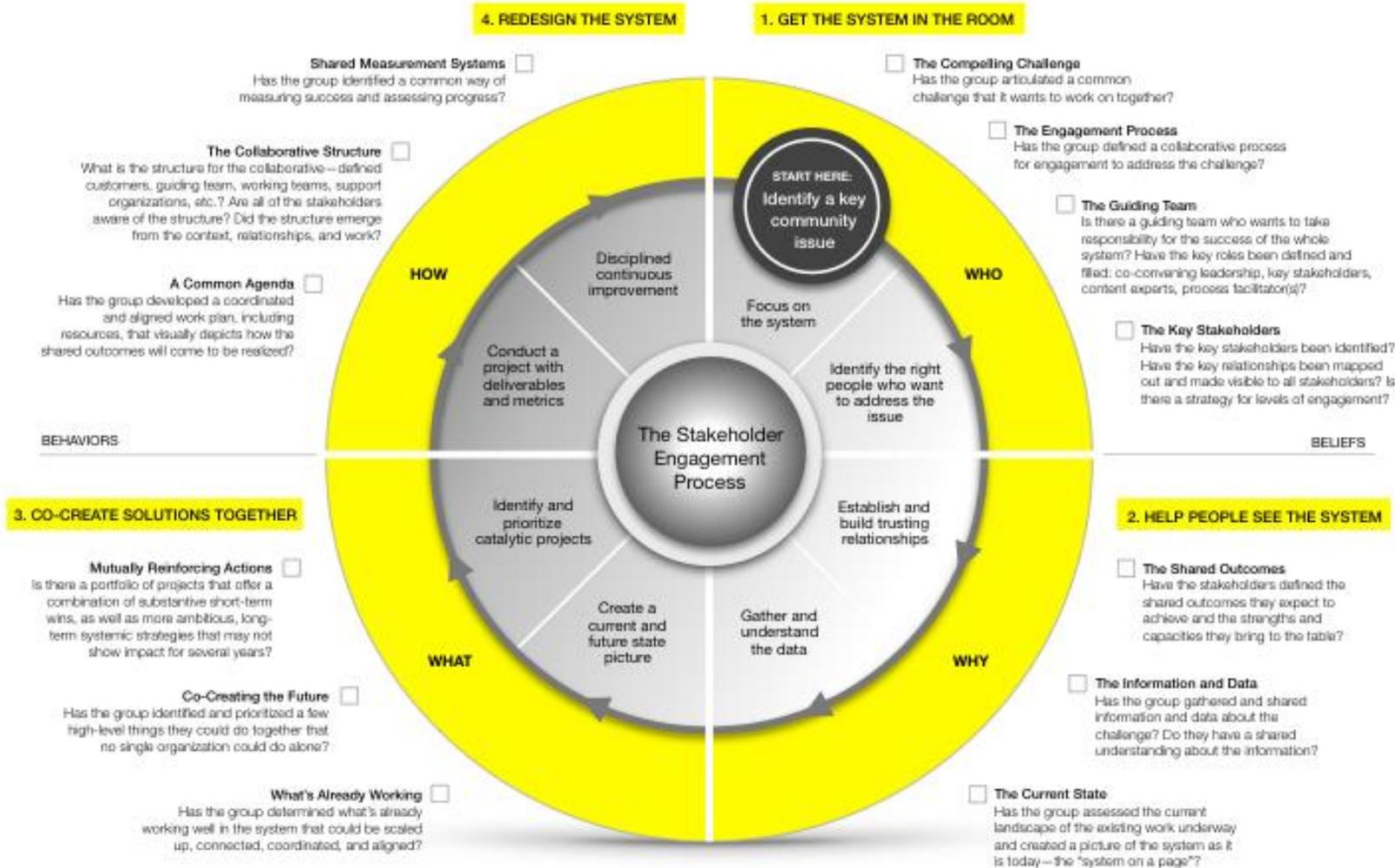
# BUILDING A REGIONAL TALENT SYSTEM

## Principles and Practices of the Stakeholder Engagement Process



INSTITUTE FOR  
COALITION BUILDING

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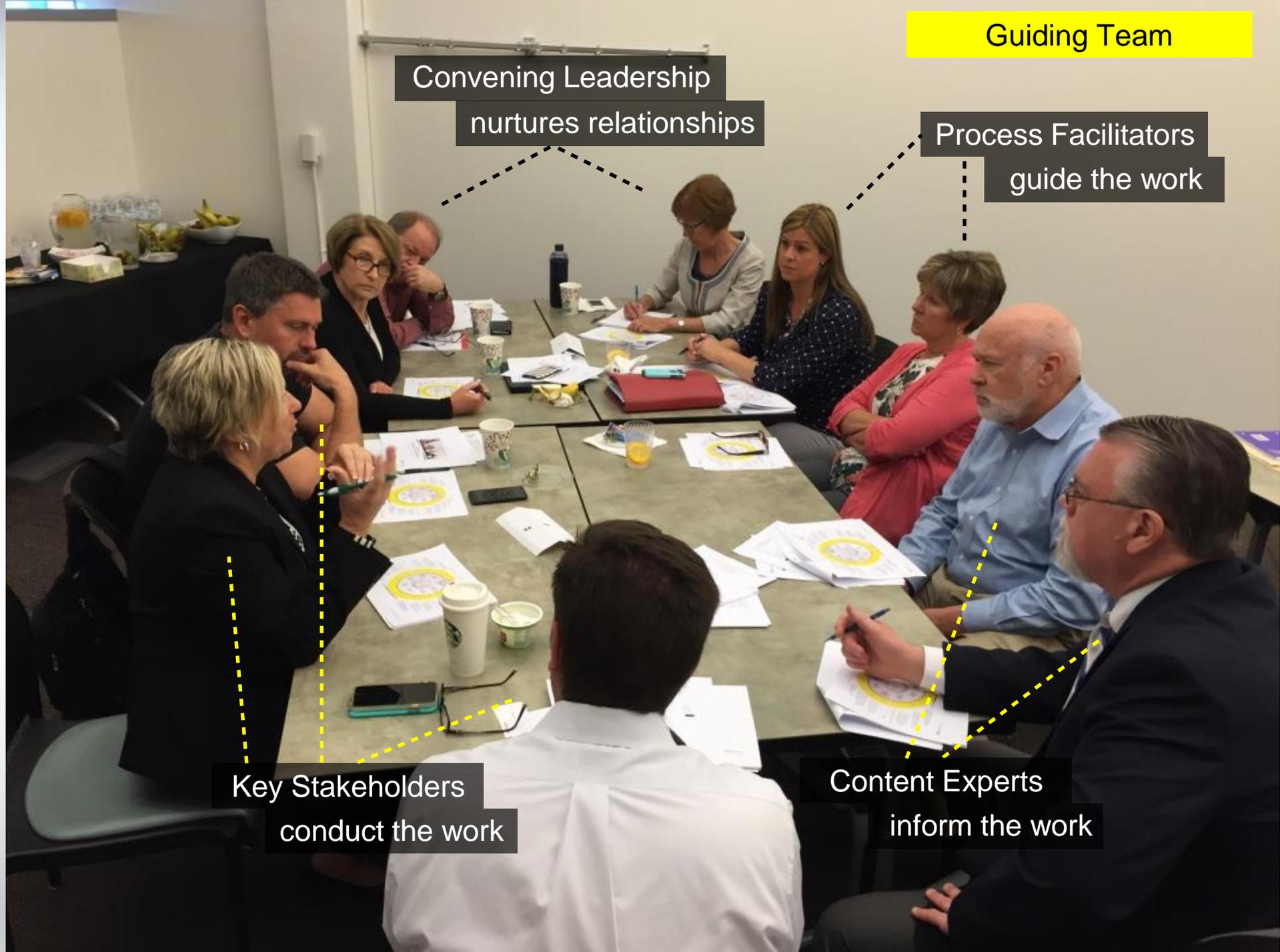
Guiding Team

Convening Leadership  
nurtures relationships

Process Facilitators  
guide the work

Key Stakeholders  
conduct the work

Content Experts  
inform the work



Thank you!

**Economic Cluster** Advanced Manufacturing  
**Career Pathway** Electronic Careers Pathway

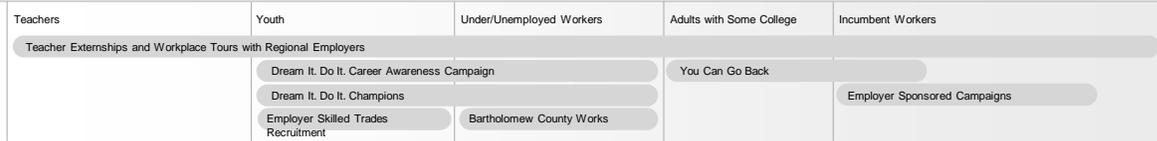
2015 average annual wage in Indiana: \$59,370  
 (Average based on Career Technical Education &/or Associate's Degree)

Job Titles: Electronics Technician, Industrial Electrician, Biomedical Electronic Service Technician, Electronics & Micro Engineering, Computer Systems Engineering, Electrical & Electronic Engineering, Information Technology & Telecommunications Specialist

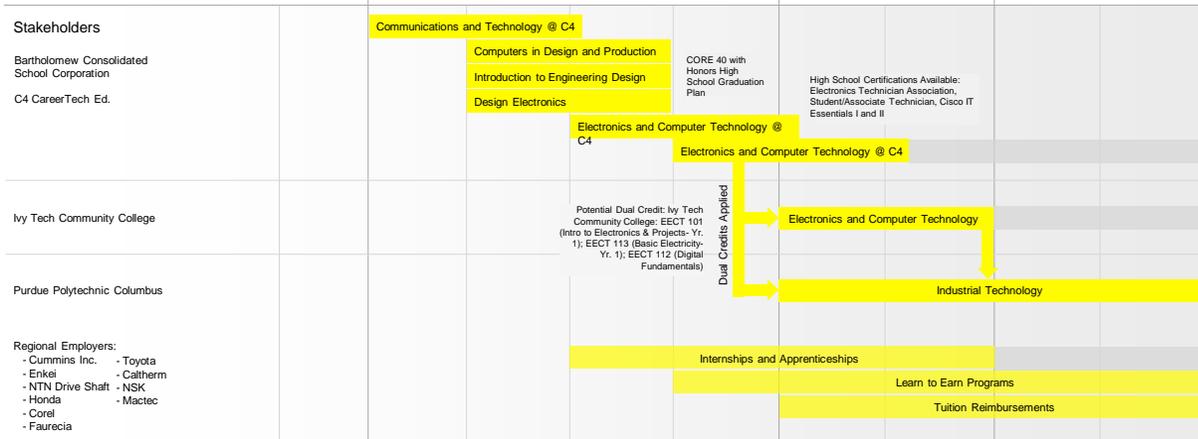
VERSION 1.2

**TALENT ECOSYSTEM**

**Co-Created Educator/Employer Recruitment Strategies**



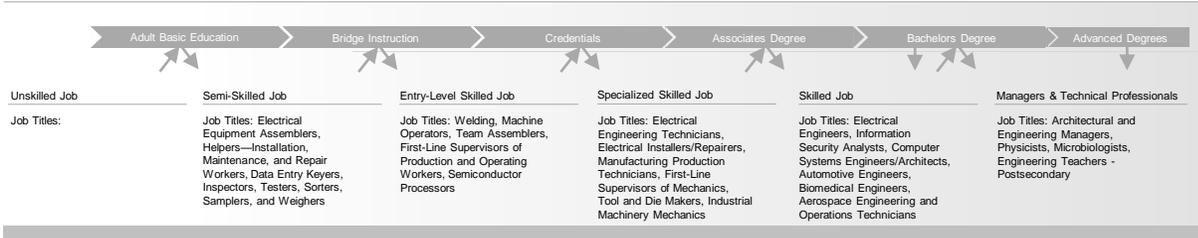
**Education Pathway**



**Shared Measurement Scorecard**

	2013 Enrollments (Baseline)	2015 Fall Enrollments (Goal)	2015 Fall Enrollments (Actual)	2016 Fall Enrollments (Goal)
Electronics and Computer Technology @ C4	27	32	63	38
Electronics and Computer Technology	00	00	00	00
Industrial Technology	00	00	00	00
Internships and Apprenticeships	2	6	7	7

**Careers One-Level Up**



**Events and Outreach Calendar: 2016**

DATE	EVENT (ESTIMATED INDIVIDUALS REACHED)
9/17	Career Fair, Columbus Learning Center
9/29	Plant Tours and Teacher Externships
10/1	Industry Presentation/CARRS & Keystone
10/20	Resume writing presentation for skilled trades Jrs and Srs
11/3	Interview presentation for skilled trades Jrs and Srs
11/9	Jr/Sr Skilled Trades Tours
11/17	Industry Field Trips Keystone/CARRS
1/12	Resume Presentation to C4 Engineering Students
1/20	Career Fairs and C4 Open House
1/26	Interview presentation to C4 Engineering Students



**Attracting Talent**

- Dream It. Do It. Career Awareness Campaign
- You Can. Go Back. (Adult Education Statewide Initiative)
- Skilled Trades Recruitment with Regional Employers
- Regional Employers Tours and Presentations
- Regional Healthcare Pipeline Strategies

**Developing Talent**

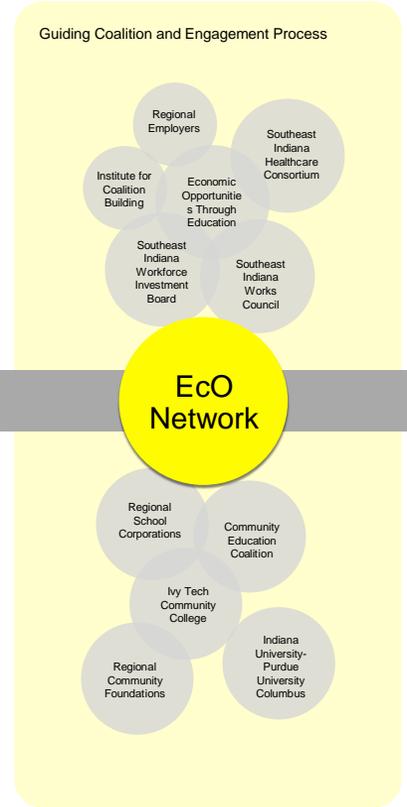
Age 0-5 K 1 2 3 4 5 6 7 8 9 10 11 12

Education Partners and Pathways

- Pre-K
- K-12 Education
- Career Tech Ed.
- Dropout Prevention
- Latino Mentoring
- Cub Mfg. Expansion
- Dual Credit, Internships, Learn to Earn
- Certificates and Industry Credentials
- Associate's Degrees
- Bachelors, Masters, and Advanced Degrees
- Adult Education Programs and Certifications
- Bartholomew County Works/Rural Works
- Transition to Post Secondary Program with Dept. of Corrections
- Private Sector Education and Workforce Strategies
- Work Indiana Certifications
- Expand High School to Employer Pipelines
- Staffing Companies Training Programs

**Engaging Talent**

- Teacher Externships
- Student Internships
- Advanced Automated Robotic Technology



**Region:**

The EcO Network—A ten-county region of Southeast Indiana that mirrors Indiana Economic Growth Region 9 (EGR9)

**Employer Talent Needs: Key Economic Clusters and Strengths**

**Target Competencies**

	Advanced Manufacturing	Healthcare	IT and Commuting	Design
Manufacturing & Production	Precision Machining	●		
	Engineering	●	●	●
	Automation & Robotics	●		●
	Computer-Aided Design (CAD)	●		●
	Diesel Technology	●		
Health Care	Electronics	●	●	
	Nursing		●	
	Medical Technicians		●	
IT & Commuting	Health Educators		●	
	Information Security	●	●	●
	Network Administration	●	●	●
	Comprehensive Design	●		●



The Community Education Coalition is a partnership of education, business, and community leaders focused on aligning and integrating the Columbus, Indiana and region's community learning system with economic growth and a high quality of life.

**WHAT DIFFERENCE DO WE MAKE**  
The Outcomes and Results

**WHO WE ARE**  
The Stakeholders

**Education**

- Bartholomew Consolidated School Corporation\*
- Flatrock-Hawcreek School Corporation\*
- Ivy Tech Community College\* IUPUC\*
- Purdue College of Technology\*

**Business** (100+ Partners)

- Cummins Inc.
- Columbus Regional Health\*
- SHO Insurance Services
- Johnson Ventures
- Coca-Cola Bottling Company Brands Inc.
- Force Construction
- Analytical Engineering Inc.
- Home News Enterprises

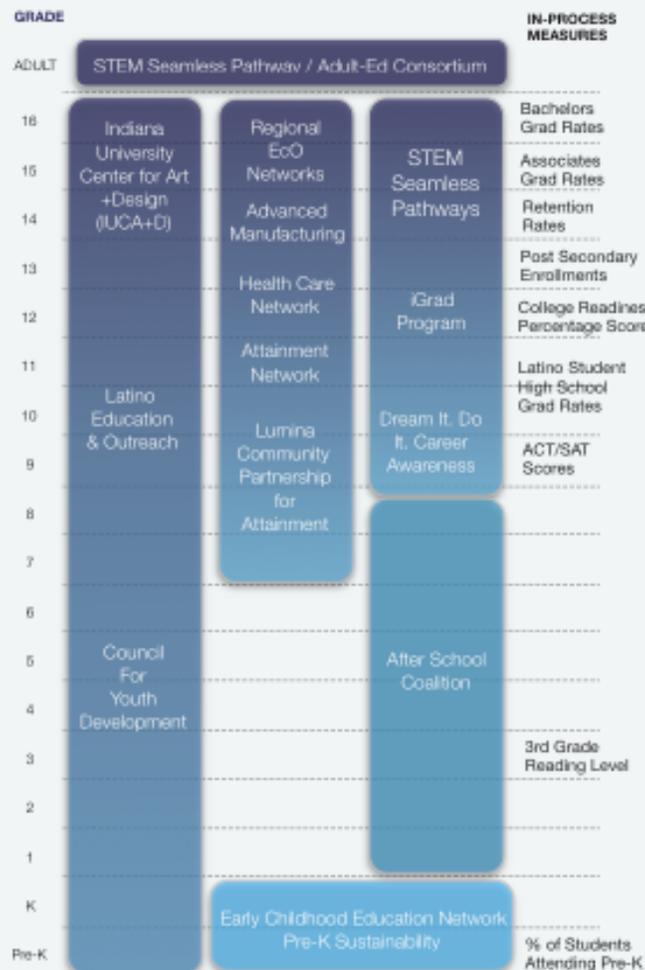
**Community**

- Heritage Fund\*
- City of Columbus\*
- County Commissioners\*
- Board of Aviation Commissioners\*
- Workforce Development\*
- Columbus Chamber
- Economic Development Board
- United Way of Bartholomew Co.

**Regional Partners**

- EcO Ten County Region Network
- Institute for Coalition Building

**HOW WE DO OUR WORK**  
The Projects and Initiatives

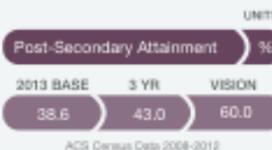


**WHAT ARE OUR TARGETS**  
The Outputs We Measure

Matching Skilled People with Well-Paying Work



60% of Adults with Postsecondary Degrees or Certifications by 2025



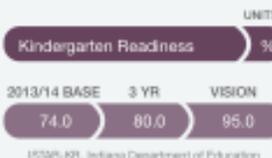
All Students Graduate from High School



Adults Age 25+



All Children Ready for Kindergarten



All data for Bartholomew County, Indiana.

**Stakeholder Engagement and Collaboration**

- Increased cooperation among the business, community, and education stakeholders
- Increased communication among education institutions to advance learning
- Better coordinated and aligned learning system

**The Economic Benefits**

- A fully employed and employable workforce
- Healthier tax base
- Increased economic prosperity
- Better prepared and work-ready labor force with the necessary hard and soft skills
- More efficient and effective businesses
- Increased value of a two-year degree recognized by industry and community
- More companies choosing to grow and locate in the region
- Improved talent retention of young people staying in the region after graduation

**The Social Benefits**

- Safer and healthier community
- Increased educational and career opportunities for students and the community
- Increased civic engagement
- Increased self-sufficiency
- Stronger family environment
- Better tolerance of differences
- Better understanding by youth of how school translates into workplace opportunities

**The Equity Imperative**

- Increased educational access, attainment, and success
- Increased awareness of the value of higher education
- Higher rates of at-risk youth going to college

\* Supported Partners



# Fall 2015 Scorecard

(Updated every 6 months)

		Baseline	Actual
Region 9 Overall	Per Capita Income	2007: \$31,430	2014: \$ 39,417
	High School Graduation Rates	2007-8: 80.9%	2014-15: 92%
Healthcare Services	ASN Graduates (15% increase per year by 2010)	2007: 114	2015: *96 (*reduction part of a strategic plan)
	BSN Graduates (Target 40 per year)	2007 : 11	2015: 75
Advanced Manufacturing Enrollment Pipeline	Student Enrollments	Baseline March 2008	Actual Fall 2015
*MSSC numbers are cumulative	2 Yr/4 Yr:	492	692 (+41%)
	*MSSC	*359	*2158 (+501%)
	PLTW	459	5619 (+1124%)
	**STEM	38,833 Fall 2013 Baseline	37,465 (-4%)
**New regional baseline data: Per DOE's Secondary STEM Standards.			
Region 9 Advanced Manufacturing, Science, Technology, Engineering & Math Career Awareness	Participation in DIDI career activities	Fall 2007: 33,098 Spring 2008: 27,726	Fall 2015: 183,612 (+455%)
Integrated STEM & High-Fidelity Healthcare Simulation Labs			23 Created
Region 9 Project-Based Learning K-12 & Post-Secondary Teachers Trained			586



“ I've had the privilege to serve in the Army for 16 years as a Platoon Sergeant. After returning from the service, I decided to enter the Advanced Automation and Robotics Technology degree program at Ivy Tech Columbus. This program allows students to go to school 3 days a week and work 2 days a week. It is enjoyable to discuss with my fellow students their hands-on experience at their employer and share my experiences. Applying my skills while working has been a great learning experience. My employer, Caltherm, has allowed me to work extra hours to receive medical benefits for my family. ”

*Wally Langford*

Ivy Tech Automation & Robotics Student Intern with Caltherm



“After taking two years of Draft & Design at C<sup>4</sup>, I was interviewed by Cummins representatives for a potential School-to-Work opportunity. I was so excited when I received the call that I got the job and could start that summer before my senior year of high school! Three weeks after my high school graduation, I was offered a full-time position as a Drafting apprentice. I already had 900 hours of work that I could apply towards my apprenticeship. This program has given me the opportunity to study for a Mechanical Engineering Technology degree at Purdue College of Technology and Cummins has covered my tuition and expenses!”

*-Jannelli Olivares*

Advanced Systems Design Drafting Apprentice  
Cummins, Inc.



## About the Institute

The Institute for Coalition Building is a team of pragmatic practitioners dedicated to advancing the practice of community collaboration.

To contact the Institute:

**G** 4555 Central Avenue, Suite 2100  
Columbus, IN 47203-1892

**N** [www.coalitionbuilding.org](http://www.coalitionbuilding.org)

**X** (812) 350-5061

## Jack Hess, Executive Director for the Institute for Coalition Building

contact: [jhess@coalitionbuilding.org](mailto:jhess@coalitionbuilding.org)

Jack Hess serves as Executive Director of the Institute for Coalition Building. The Institute serves communities across the country, nurturing leaders collectively to solve their grand challenges. Led by a team of pragmatic practitioners, the Institute teaches and shares the lessons of community collaboration, creating a common language and a shared set of tools and frameworks that form the underlying foundation of the practice of stakeholder leadership. Prior to his work with the Institute, he was the President of the Columbus Area Chamber of Commerce where he set in place an aggressive strategy of building on the power of place, increasing member engagement, and promoting the principles of entrepreneurship and innovation. Within two years of implementing its new strategic plan, the Columbus Chamber was named the Indiana Chamber of the Year in 2008. One year later, the American Chamber of Commerce Executives (ACCE) presented the Columbus Chamber with the National Chamber of the Year Award. While at the Chamber, he helped to champion a number of collaborative projects including the state-of-the-art Advanced Manufacturing Center of Excellence, the formation of a regional learning system through Economic Opportunities 2015, an online training academy for entrepreneurs called SmallBizU, and the Indiana University Center for Art+Design.

## John Burnett, Chief Executive Officer for the Community Education Coalition

contact: [jburnett@educationcoalition.com](mailto:jburnett@educationcoalition.com)

John M. Burnett serves as President and Chief Executive Officer of the Community Education Coalition (CEC), a nationally recognized not-for-profit organization committed to the development of an aligned, high quality community and regional learning system supporting learners of all ages. Burnett is a founder of EcO15 (Economic Opportunities through Education by 2015.) Funded by \$43 million in grants by Lilly Endowment Inc., and \$15 million by regional partners, EcO15 seeks to create a "regional lifelong learning system" for a ten-county area of Southeast Indiana by bringing together education, workforce development, economic growth, community foundation, government, and industry stakeholders. The goal of EcO15 is to assist each person in Southeast Indiana to move up at least one level from an education and or career standpoint, particularly in the fields of advanced manufacturing and health care, as well as other technology-intense industries. Previously, John served as President of the Irwin Financial Foundation, and owned a successful Adecco Personnel Services business in Buffalo, New York. John also served as a human resource executive at Cummins Engine Company for thirteen years, supporting manufacturing operations, research and development entities, and joint venture start-ups in China, the United Kingdom, India, and Japan.

# Sector Partnerships 201

**Thank you,  
for your participation and discussion**



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